

From: "Blair Taylor" <btaylor@memphistomorrow.org>

To: "William Gibbons (wgibbons)" <wgibbons@memphis.edu>

Date: 10/30/2017 9:44:27 AM

Subject: FW: MT Board Meeting Today Re: MPD/Safety

Attachments: Q2 FY18 MPD Recruiting and Retention Update-final.pdf

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Any chance you're free to join us from 12:45-1:15 today for this? I would have asked sooner but I'd originally contemplated that it would be just Strickland and Doug.

It's ok if you can't, but we'd love for you to if you can.

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From: Blair Taylor  
Sent: Monday, October 30, 2017 8:30 AM  
To: 'Jim Strickland - (mayor@memphistn.gov)' <mayor@memphistn.gov>; Doug McGowen - City of Memphis - Office of the Mayor (doug.mcgowen@memphistn.gov) <doug.mcgowen@memphistn.gov>; 'Smith, Alexandria' <Alex.Smith@memphistn.gov>  
Cc: Allison Catron <acatron@memphistomorrow.org>; 'mina.becton@memphistn.gov' <mina.becton@memphistn.gov>; 'Adams, Ben C.' <badams@bakerdonelson.com>; 'bjordan@firsthorizon.com' <bjordan@firsthorizon.com>  
Subject: MT Board Meeting Today Re: MPD/Safety

Greetings Mayor, Doug and Alex – We're looking forward to having you join us at our MT Board meeting today, 12:45-1:15 pm at International Paper for a short discussion/update on the MPD Recruit/Retain initiative.

Unless you'd like for me to use something different, I'll provide copies in their packets of the slide deck that Alex used at the Crime Commission board meeting last week. (attached).

Here are some questions that have come up that I thought would be helpful for you to anticipate/be prepared for:

- Lateral recruiting from other PDs—what cities/PDs are we targeting/what incentives are we using/what kind of priority are we placing on this recruiting option? Why wouldn't we do a lateral training class before June 2018?
- What are the specific barriers to doing more classes – quarterly? - to get to our goal faster?
- Why wouldn't we have more than 85 PSTs in the pipeline (what about 200?) Since they are not only a force multiplier but a key recruiting source for commissioned officers.
- How are we tracking the force multiplier effect? i.e. are the PSTs freeing up officers to do other things, and how are you measuring this?
- How are you measuring the effect of the retention bonus?
- What kinds of technology are you using to track applicant flows/sources?
- What steps are you taking to address and measure culture?

That's a lot to cover in 30 minutes but if we move quickly through it I think we can get to all the questions.

The meeting location/address is: International Paper | 1740 International Drive | Tower 4 – LL, Cypress Room. Please text me when you're pulling up and Allison will come out to get meet you at the door.

Thanks and see you soon!

Blair

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